

Pers 11
30 April 1952

TO : Deputy Director (Administration)
FROM : Acting Assistant Director (Personnel)
SUBJECT: Agency Sponsorship of Relief from Military Duty
to Accept Employment

1. PROBLEM.

The Central Intelligence Agency lacks a general policy statement on civilian employment of officers of the armed forces. The need for such a policy increases daily due to the accumulation of a number of specific cases of officers on extended duty with the Agency, whose return to their parent service has been deferred pending decision by the Agency as to their status.

2. FACTS BEARING ON THE PROBLEM.

- a. Requirements for military personnel in the Agency are supported solely by virtue of the need for military skills and status. The primary policy agreed to with the Department of Defense in regard to assignment of military personnel is the requirement that no military personnel be assigned duty which could be performed by a civilian.
- b. Certain military personnel, among whom are officers of the regular services, have been assigned to the Agency for extended periods in excess of normal military duty tours, and have acquired training and experience which are difficult to replace and which lead the operating divisions to seek to retain the services of these officers in a civilian capacity. In one case, of [REDACTED], which was forwarded for your review on 6 March 1952, the request for Agency sponsorship of this officer's resignation was rejected.
- c. In addition, there is the broader problem of contacting military officers not on duty with CIA as to employment possibilities, and the necessity of clarifying the statutory limitations placed by P. L. 53 on Federal employment of certain categories of retired officers.

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3. DISCUSSION.

1. With respect to military officers assigned to duty in CIA, the Agency faces a serious situation whereby efforts to retain military personnel, not only beyond normal duty tours but even by means of transfer to civilian status, could possibly jeopardize relationships with the Department of Defense. It does not seem advisable to allow this situation to continue.
2. There have also arisen procedural problems in connection with contacting members of the Armed Services not on duty with CIA where policy guidance is required by the various offices and divisions.
3. Present Agency regulation on contacting of retired officers for employment calls for prior approval of the Director in all cases. It is felt that this regulation was intended to apply only to those retired officers subject to the provisions of P. L. 53, which place a statutory limitation on Federal employment of officers who have been retired for longevity or reasons other than disability.

4. CONCLUSIONS.

Policies concerning civilian employment of officers of the armed forces should be uniform and consistent, and conform to agreements and understandings with the Department of Defense. While the matter is particularly acute with respect to officers on duty in CIA, guidance is also needed on employment contacts with the entire military establishment.

5. ACTION RECOMMENDED.

That the attached regulation, which represents an amendment to CIA Regulation [] Procurement Contacts, and which establishes employment policies for Regular, Reserve and Retired officers, both on duty in CIA and elsewhere, be issued.

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MATTHEW BAIRD

Attachment

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